Concordia University

Board of Governors

Concordia Employee Benefits Committee

Meeting of December 7th, 1978

Attendance: Mr. H. Hemens, Chairman, Mr. E.A. Lemieux, Mr. W.M. Reay, Prof. C. Goldman, Mr. P. Wolf, Mr. A. Duff, Mr. C. Waters, Miss D. Johnson and Mr. R. Brochu of William M. Mercer Ltd.

Minutes of the Meeting of October 30th 1978

Mr. Lemieux proposed that the minutes of the October 30th 1978 meeting be approved as circulated; the motion was seconded by Mr. W.M. Reay and unanimously carried.

Pension Plan Document

A memorandum regarding the Plan Document was circulated and is attached to the minutes as Appendix "A". Professor Martin explained that the Board had tabled the document due to the fact that one Board member felt that the word "service" could be misinterpreted. It was agreed that "service" would be defined as "service" with the University or its founding institutions in a new sub-section 2.26.

The second portion of the memorandum (appendix "A") was discussed at some length. It was pointed out that the Benefits Committee, which had been charged with the design of the plan, had approved the provision as written in the Pension Plan text. Mr. Brochu commented that the provision was a reasonable one in view of the fact that integration with the Quebec Pension Plan was delayed until the 65th birthday.

On the other hand, it was submitted that practice since introduction of the 1970 Sir George Williams Plan was to calculate integration at actual retirement; furthermore that such practice reflected the intent of the University.

..../2

It was proposed by Mr. Wolf that the last part of subsection 7.2 which reads:

> "except that the Average Years Maximum Pensionable Earnings shall, in such case, be calculated as of such date."

be deleted from the Pension Plan Document.

It was seconded by Professor Martin and carried.

Reciprocal Transfer Agreements

The Secretary circulated a memoradum outlining the results of his survey of University Pension Plans. It is attached to the minutes as Appendix "B".

Mr. Duff stated that it would not be possible to approve any additional Benefits expenses at this time in view of severe budgetary restraints.

Professor Martin commented that Benefits costs were a separate budgetary item and were stated as a percentage of payroll. This percentage is calculated according to actual cost and is approved after the fact by the government; there is no stated limit to this percentage. The University could, therefore, be foregoing some advantage by not pushing this percentage to a reasonable limit.

Mr. Reay stated that a Reciprocal Transfer Agreement provision would be inequitable; the fact that the amount refunded by the University upon termination would be determined solely on the individual's destination would be basically unfair. He commented, also, that if additional benefit revenues were available they would be put to better use by benefitting those remaining with the University.

Mr. Duff mentioned that rejection of the principle of Reciprocal Transfer Agreements in the plan would not prevent arrangements from being made on an ad hoc basis.

Mr. Wolf expressed the concern that ad hoc arrangements tended to benefit only senior administrative staff.

It was proposed by Mr. Duff that the proposal outlined in appendix "B" be rejected without prejudicing its being raised in the future; the proposal was seconded by Prof. Goldman and carried.

The next meeting was tentatively scheduled for January 18th, 1979.

The meeting terminated at 2:30 p.m.